Message Text

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INFO OCT-01 ISO-00 EB-08 SSO-00 SS-15 SP-02 MMO-04 PER-05 /047 W

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O 231519Z MAY 78 FM AMEMBASSY STOCKHOLM TO SECSTATE WASHDC IMMEDIATE 3877 INFO USDOC WASHDC IMMEDIATE

UNCLAS STOCKHOLM 2049

E.O. 11652: N/A

TAGS: AFSP, BEXP, SW

SUBJECT: EMBASSY COMMERCIAL SECTION STAFFING

REF: STOCKHOLM 1207

- 1. EMBASSY WISHES TO UPDATE ITS REQUEST FOR A GRACE PERIOD TO FIND ALTERNATE EMPLOYMENT FOR THOSE FSL EMPLOYEES WHO WILL OTHERWISE BE TERMINATED ON JUNE 30, AS A RESULT OF THE TRADE CENTER'S CLOSING.
- 2. REFTEL, WHICH HAS NOT BEEN ANSWERED, OUTLINES THE AMBASSADOR'S COMMITMENT AND EMBASSY'S ORIGINAL PROPOSAL. STOCKHOLM HAS MADE EVERY EFFORT TO FIND ALTERNATE EMPLOYMENT FOR THE AFFECTED NINE FSL EMPLOYEES (FOUR STATE AND FIVE COMMERCE) AND HAS HAD CONSIDERABLE SUCCESS. ALL BUT THREE COMMERCE EMPLOYEES HAVE BEEN PLACED IN OTHER POSITIONS AT THE EMBASSY OR FOUND OUTSIDE EMPLOYMENT.
- 3. GIVEN A REASONABLE PERIOD, EMBASSY FIRMLY BELIEVES IT COULD PLACE THE REMAINING THREE COMMERCE FSL'S WITHOUT NEEDING TO TERMINATE THEM. IN FACT, ONE EMBASSY POSITION IS EXPECTED TO BECOME OPEN IN OCTOBER AND WOULD ULTIMATELY LEAD TO A VACANCY FOR ONE OF THE REMAINING COMMERCE EMPLOYEES.

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4. IF WE COULD OFFER TANGIBLE PROOF THAT THE USG IS TRYING TO AID THE AFFECTED EMPLOYEES, THIS WOULD MEASURABLY IMPROVE THE GOODWILL AND MORALE AT THE TRADE CENTER AND EMBASSY AND REASSURE OUR EMPLOYEES THAT THE USG IS A RESPONSIBLE EMPLOYER. THIS IS ESPECIALLY IMPORTANT IN SWEDEN, WHERE LAY-OFFS ARE ALMOST UNHEARD OF AND CUSTOMARILY REQUIRE A MINIMUM OF A SIX MONTHS NOTICE AND OFTEN AS LONG AS A YEAR

OR MORE. FURTHERMORE, THE POST BENEFITS, AS THE SUBJECT THREE EMPLOYEES AVERAGE APPROXIMATELY 10 YEARS OF SERVICE WITH THE USG AND OFFER TECHNICAL EXPERTISE WHICH IS NEARLY IRREPLACABLE.

- 5. THE EMBASSY URGES COMMERCE TO ALLOW THE THREE REMAINING POSITIONS TO REMAIN IN PLACE AS REGULAR POSITIONS THROUGH MARCH 1979 OR CONVERY THEM TO PIT (TEMPORARY POSITIONS) AFTER JUNE 30, 1978 FOR AN ADDITIONAL PERIOD OF NINE MONTHS.
 EITHER ALTERNATIVE SHOULD GIVE THE EMBASSY SUFFICIENT TIME TO PLACE ALL THREE REMAINING AFFECTED EMPLOYEES. NATURALLY, AGAIN THE EMBASSY WISHES TO ASSURE COMMERCE THAT THE SUBJECT THREE EMPLOYEES CAN BE EFFECTIVELY UTLIZED IN THE REORGANIZED COMMERCIAL SECTION UNTIL SUCH TIME THAT THEY CAN BE PLACED ELSEWHERE WITHIN THE EMBASSY OR FIND OTHER EMPLOYMENT, NATURALLY, COMMERCE WILL BE ADVISED IMMEDIATELY OF EACH PLACEMENT SO THAT THE POSITION CAN BE ABOLISHED PROMPTLY.
- 6. IN ORDER TO AVOID THE UNNECESSARY TRAUMA ASSOCIATED WITH LETTERS OF TERMINATION, PARTICULARLY IF THE DEPARTMENT OF COMMERCE INTENDS TO HELP THESE EMPLOYEES FOR AN INTERIM PERIOD AS WE ARE REQUESTING, THE EMBASSY MUST HAVE COMMERCE'S REPLY TO THIS CABLE BY NOT LATER THAN MAY 30.

 KENNEDY-MINOTT

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